



To express interest in this assignment please email [priyanka.subba@crs.org](mailto:priyanka.subba@crs.org)

**CRS Farmer to Farmer Program  
Volunteer Assignment Scope of Work**

Notice for potential volunteers:  
Some assignment details are subject to change.

Summary Information	
<b>Assignment Code</b>	<b>TL212</b>
Country	Timor-Leste
Country Project	Modernizing Agriculture
Host Organization	Lanamona Credit Union
Assignment Title	Horticulture Irrigation
Assignment preferred dates	January 2020
Objectives of the assignment	-- Facilitate workshops with farming groups on irrigation and sustainable farming practices -- Assist in designing/planning irrigation of fields -- Guidance on composting and use of organic fertilizer
Desired volunteer skill/expertise	-- Degree in irrigation engineering or related field -- Professional experience in horticulture
Type of Volunteer Assistance	Technology Transfer(T)
Type of Value Chain Activity	On Farm Production (F)
PERSUAP Classification <sup>1</sup>	Type III

**A. BACKGROUND**

CRS Farmer-to-Farmer (F2F) Program is a USAID funded 5-year program (July 2018 – June 2023) that will provide technical assistance from United States (U.S.) volunteers to farmers, farmer groups (cooperatives and associations), agribusinesses and other agriculture sector institutions. The program objectives are to facilitate economic growth within targeted agriculture sub-sectors, enhance sub-sector inclusiveness to expand participation to a broader range of individuals and communities, and to increase the American public’s understanding of international development issues and US international development programs. Volunteers, recruited from all States and the District of Columbia, are individuals who have domestic careers, farms and agribusinesses, or are retirees who want to participate in development efforts. F2F program will assist in

<sup>1</sup> USAID precisely classifies PERSUAP in four categories; **PERSUAP Type I** assignments directly related to pesticides recommendations, **Type II** as assignments with indirectly related with pesticides, **Type III** assignments related to curriculum review and designing, business plan development and strategies development and **Type IV** as assignments associated with other USAID projects and collaborators.



agriculture development, commodity value chain competitiveness and firm upgrading by providing technical assistance to introduce new technologies, innovations and development of local capacity for more productive, profitable, sustainable and equitable agriculture systems.

The Timor-Leste Ministry of Agriculture and Fisheries Strategic Plan<sup>2</sup> recognizes the fundamental importance of agriculture to Timor-Leste's economy and the impact of agriculture on poverty reduction, food and nutrition security, economic growth, and income and employment generation through its linkages to other sectors of the economy. The agriculture sector in Timor-Leste accounted for 19% of Gross Domestic Product (GDP), or over \$253 million in 2013. However, there is a considerable net deficit in agricultural trade as imports in 2014 were valued at approximately \$60 million. Major imports include rice, sugar, meat (chicken, beef, pork), vegetable oil, fish, milk, and vegetables (potato, onion). In rural communities, 57% of women and 60% of men are actively involved in agriculture. Agriculture consists primarily of subsistence farming with limited access to inputs, technical knowledge, and market linkages. There is a heavy reliance on traditional agricultural practices such as slash-and-burn cultivation. Most smallholdings are mixed rainfed farms growing maize, cassava, red kidney beans, sweet potato, rice, groundnut, and vegetables. Coffee, coconut and candlenut are the most common tree crops. Livestock, such as poultry, pigs, cattle, buffalo, goats and sheep are raised on a small-scale.

The origins of the host organization, Lanamona Credit Union., date back to 2004 when 4 women's groups and 25 savings and loan groups operating independently came together to identify a path to sustainability. Led by Senora Domingas dos Santos, the group proposed the creation of a credit union with a focus on serving women. In 2008, a request was submitted to the National Director of Cooperatives and Lanamona Credit Union was officially formed. Lanamona is an abbreviation of the Tetun phrase Lakon Nakukun Mosu Naroman which is interpreted as "after the darkness comes the light." After pooling resources from their groups and providing initial deposits, Lanamona's total assets were valued at \$7,000. They have grown significantly since that time with 2018 year-end reporting indicating \$889,167 in assets and total active members numbering 1,037. Approximately 60% of Lanamona's members are farmers. Offering loans as small as \$150, Lanamona plays a significant role in the agricultural value chain through financing. In 2017, in an effort to further support the large farming community, Lanamona formed a branch in their cooperative hierarchy dedicated to the procurement, training, and sale of Trevo Flor organic fertilizer.

## **B. ISSUE DESCRIPTION**

Agriculture is at the center of life in Timor-Leste and improving food security and economy growth is heavily reliant on a strong agricultural sector. Lanamona is located in the Bobonaro Municipality which is known for its heavy cultivation of maize and rice. While Lanamona conducts business outside of Bobonaro in the Dili and Ermera Municipalities, the vast majority of members reside in Bobonaro and they will be the focus of this effort. According

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<sup>2</sup> <http://extwprlegs1.fao.org/docs/pdf/tim149148.pdf>



to the Timor-Leste Population and Housing Census 2015,<sup>3</sup> of the 17,635 private households in Bobonaro, 16,638 are involved in crop production. The greatest and most prevalent issue for farmers in Bobonaro is their inability to access markets to sell their products. This issue, among others, was identified as an impediment to building a more robust agricultural sector in the Timor-Leste Strategic Development Plan<sup>4</sup>:

“During the Strategic Development Plan national consultation in 2010, farmers in all districts raised concerns about the need for water security, farm modernisation and advice about the use of seeds, fertiliser and pesticides. Many farmers said they needed better roads and reliable power to be able to get their crops to markets. Most farmers can’t afford appropriate fertilisers and pesticides and don’t have access to finance. Subsistence farming results in low levels of production and productivity, but many farmers lack the skills or support they need to be innovative and more business focused.”

Strides have been made to remedy these issues, but moving from subsistence farming to a more commercial focus remains a distant goal. The 2015 Census identifies only 436 private households in Bobonaro that are producing crops mainly for sale. There are 16,638 private households engaged in crop production, but only 436 of those households produce with a focus on sales (this equates to 2.6%). Most farmers continue to cultivate small pieces of land with few signs of scaling up. Of the households in Bobonaro that reported, 59% cultivate less than one hectare of land.

Linkages with markets are rarely sustainable as farmers are unable to provide the quantity demanded by regional markets on a consistent basis. A popular measure to address this has been the formation of farming cooperatives. Lanamona currently supports nine groups with a variety of products including: tomatoes, bok choy, garlic, shallots, chili peppers, long beans, gourds, eggplant, watermelon, and turmeric. Lanamona provides financing to the group as a whole rather than to individual farmers. Working together, these groups are better equipped to provide a greater quantity of products to buyers. However, this often doesn’t alleviate farmers’ limitations regarding providing products consistently. Many farms are rainfed and rendered ineffectual during the dry season.

The overarching objective will be assisting these groups in reaching larger markets, but the underlying problems need to be addressed first. Current subsistence farmers must generate a marketable surplus on a consistent basis before a strong, sustainable link can be established with the domestic markets in the capital. Proper irrigation is essential in order for these farmers to reach that goal. Other factors that stand to improve yield and stable production include better understanding of soil, compost, and best practices regarding use of Lanamona’s organic fertilizer, Trevo Flor.

<sup>3</sup> <http://timor-leste.gov.tl/wp-content/uploads/2011/07/Timor-Leste-Strategic-Plan-2011-20301.pdf>

<sup>4</sup> <http://www.statistics.gov.tl/category/publications/census-publications/2015-census-publications/volume-3-social-and-economic-characteristics/10-agrikulture/>



**C. OBJECTIVES OF THE ASSIGNMENT**

The volunteer’s objective is to build the capacity of select farming groups. Lanamona will work with the volunteer to identify the farming cooperatives with the greatest need that can most benefit from the volunteer’s assistance. The volunteer will facilitate workshops in the classroom and in the field to educate farmers on modern techniques offering an upgrade from their current traditional methods. The assignment should maximize time engaged in active personal involvement with Timorese farmers. Focal objectives include:

- Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis of farming groups
- Facilitate workshops with farming groups on irrigation and best practices
- Assist in designing/planning irrigation of fields
- Soil sampling, analysis, and compatibility with Trevo Flor fertilizer
- Guidance on composting and use of organic fertilizer
- Preliminary market research in the capital to identify possible price points of pertinent products

**D. HOST CONTRIBUTION**

Lanamona will provide the volunteer with accommodation and meals at the host organization site. Lanamona will also provide car transport to and from training venues, teaching materials, chairs and tables, office space for individual work, and a conference room for meetings. A volunteer counterpart from the host organization will be assigned to the volunteer to serve as a primary point of contact, aid in translation, and provide other general assistance. Lanamona can also assist with phone service and internet access.

**E. ANTICIPATED RESULTS FROM THE ASSIGNMENT**

It is expected that the volunteer’s efforts contribute to the following results:

- Farming cooperatives have greater understanding of irrigation and sustainable farming practices
- Strategies and designs are drawn up for building irrigation systems at farming cooperative sites
- Lanamona’s Trevo Flor staff members are better able to advise farmers on use of organic fertilizer and composting

**F. DELIVERABLES**

- Initial presentation (outlines/list of activities, plan, approach, etc.)
- Final report with results, recommendations, and proposed next steps
- Presentation summarizing results for local stakeholders and CRS staff

**G. VOLUNTEER ASSIGNMENT SCHEDULE**

*Please note that this is a tentative schedule and will be finalized post-volunteer selection and consultation.*

Day	Activity
Day 1	Arrive in Timor-Leste. The volunteer will be picked up by a car provided through CRS’ client hotel with a placard bearing the CRS logo and the volunteer’s name.



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Day	Activity
Day 2	Volunteer will be escorted to CRS office to meet CRS F2F staff and receive briefing on security, logistics, and assignment itinerary. An additional, introductory meeting will be scheduled for the afternoon with the U.S. Ambassador, USAID representatives, and Peace Corps representatives.
Day 3	Travel to host organization site. CRS will facilitate travel and Lanamona will see to volunteer's accommodations.
Day 4	Briefing with Lanamona staff. Volunteer and Lanamona staff will review itinerary, staff responsibilities, required resources, objectives, expected results, and any other logistic concerns.
Day 5-7	Initial visits to farming cooperative sites. Meeting the members of the cooperatives and collecting baseline information.
Day 8-20	Complete volunteer assignment based on SOW objectives and guidelines discussed during briefings.
Day 21	Finish compiling data and any information required for the final report. Brief Lanamona staff on assignment results and discuss any considerations for the future. Volunteer will review the proposed final report with Lanamona.
Day 22	Group presentation to Lanamona, CRS F2F staff, and local stakeholders
Day 23	Travel back to CRS for debriefing. Volunteer will submit all reports, return CRS items, and follow all other check-out procedures.
Day 24	Depart Timor-Leste.

**H. DESIRABLE VOLUNTEERS SKILLS**

- Degree in irrigation engineering or related field
- Professional experience in horticulture
- Experience in business development
- Adaptable to various situations encountered in the developing world
- Strong communication and interpersonal skills

**I. ACCOMMODATION AND OTHER IN-COUNTRY LOGISTICS**

- Before traveling to the assignment site, the volunteer will stay at one of the CRS' client hotels. Reservation details will be provided to the volunteer before they arrive in Timor-Leste. Hotel offers air-conditioning, wireless internet, and an on-site restaurant.
- CRS will arrange for transportation from the airport to the hotel.
- CRS will provide the volunteer with a laptop computer (if needed), internet dongle (modem/EVDO), and mobile phone with charged local SIM card.
- CRS will provide transport and accompany the volunteer to the assignment site.
- While at the assignment site, volunteer will reside in a guesthouse/hotel booked by Lanamona with assistance from CRS.
- Prior to leaving the U.S., CRS Headquarters will provide the volunteer with a per diem advance to cover meals and incidentals. Before returning to the U.S., volunteer will return any unused advances at the CRS office in Timor-Leste.
- Any other logistic concerns can be addressed to CRS and/or Lanamona using the contact information below.



**J. RECOMMENDED ASSIGNMENT PREPARATIONS**

- Training materials, demonstration aids, any other documentation should be completed prior to arriving in Timor-Leste. Soft copies can be printed for immediate use at the CRS office in Dili.
- Please prepare a brief initial presentation outlining your skills/qualifications and an overview of your anticipated approach for accomplishing assignment objectives.
- Lanamona may request a call prior to your arrival to confirm details and discuss approach in order to maximum your time in country.
- Classroom supplies such as flip charts, tape, markers, etc. can be collected from the CRS office in Dili prior to traveling to the assignment site.
- Any documents/handouts that you would like translated to Tetun should be provided prior to your arrival so there is adequate time to accurately translate.
- Lanamona’s conference room has a projector that can be used for presentations.
- Store any electronic files you need locally rather than online as the internet connection may be slower than what you are accustomed to.
- Please bring any specialized tools/equipment with you as there are limited options at the assignment site.
- Be mindful of the current season in Timor-Leste. Timor-Leste’s dry season is generally May to November with the wet season being December to April. Expect very dusty conditions during dry season and daily rain during wet season.
- Timor-Leste’s official currency is the US Dollar so there is no need to exchange money.
- You may want to familiarize yourself with the history and current status of Timor-Leste. Irena Cristalis’ *A Nation’s Bitter Dawn* details Timor’s fight for independence and the aftermath. Timor-Leste’s Strategic Development Plan, previously referenced as a footnote, provides a more technical analysis of the current conditions and outlines a path to prosperity.
- You can subscribe to the [ETAN](#) listserv which provides daily news and analysis on events occurring in Timor-Leste.

**K. KEY CONTACTS**

<p><b>CRS Baltimore</b>  <b>Priyanka Subba</b>          Volunteer Recruiter          Farmer to Farmer Program          228 W. Lexington Street          Baltimore, MD 21201          Telephone: 410-955-7194          Email: <a href="mailto:priyanka.subba@crs.org">priyanka.subba@crs.org</a></p>	<p><b>F2F Program Manager</b>  <b>Jose Maria Alves Ornai</b>          Farmer-to Farmer Project Manager          Catholic Relief Services Timor-Leste          Rua Dom Boaventura No. 12, Motael Vera Cruz, Dili,          Timor-Leste          Email: <a href="mailto:josemaria.alves@crs.org">josemaria.alves@crs.org</a>    <b>Celestina Ramos Cristo</b>          Farmer to Farmer Project Assistant          Email: <a href="mailto:celestinaramos.cristo@crs.org">celestinaramos.cristo@crs.org</a>          Telephone: +670 526421</p>
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